

Code of Ethical Conduct

Article 1 Purpose and basis for adoption

The Code is enacted in accordance with the "Guidelines for the Adoption of Codes of Ethical Conduct for TWSE/TPEX Listed Companies" to establish good models of conduct for the Company for the compliance of ethical standards as well as to allow all stakeholders of the Company to gain a deeper understanding of the Company's ethical business conduct regulations and abide by them.

Article 2 The Code includes the follows eight items

(1) Prevention of conflicts of interest:

Conflicts of interest occur when personal interest intervenes or is likely to intervene in the overall interest of the Company. As an example, when a director, supervisor, or managerial officer of the Company is unable to perform their duties in an objective and efficient manner, or when a person in such a position takes advantage of their position in the Company to obtain improper benefits for either themselves or their spouse, parents, children, or relatives within the second degree of kinship. The Company shall pay special attention to loans of funds, provisions of guarantees, and major asset transactions or the purchase (or sale) of goods involving affiliated companies at which the aforementioned individuals work. The Company shall prevent conflicts of interest and provide suitable channels for Directors and managerial officers to explain any potential conflict of interest with the Company.

(2) Minimizing incentives to pursue personal gain:

The Company shall prevent Directors and managerial officers from taking the following actions:

- 1) Seeking an opportunity to pursue personal gain by using the Company property or information or taking advantage of their positions.
- 2) Obtaining personal gain by using company property or information or taking advantage of their positions;
- 3) Competing with the Company. When the Company has an opportunity for profit, it is the responsibility of the Directors and managerial officers to maximize the reasonable and proper benefits that can be obtained by the Company.

(3) Duty of confidentiality:

The Directors and managerial officers of the Company shall be bound by the obligation to maintain the confidentiality of any information regarding the Company itself or its suppliers and customers, except when authorized or required by law to disclose such information. Confidential information includes any undisclosed information that, if exploited by a competitor or disclosed, could result in damage to the Company or the suppliers and customers.

(4) Fair transactions:

Directors and managerial officers shall treat all suppliers and customers, competitors, and employees fairly, and may not obtain improper benefits through manipulation, nondisclosure, or misuse of the information learned by virtue of

their positions, or through misrepresentation of important matters, or through other unfair trading practices.

(5) Protection and proper use of company assets:

All Directors and managerial officers have the responsibility to safeguard company assets and to ensure that they can be effectively and lawfully used for official business purposes; any theft, negligence in care, or waste of the assets will all directly impact the Company's profitability.

(6) Legal compliance:

In addition to enhancing the internal staff's legal compliance to the Securities and Exchange Act and other regulations, the Company has established the "Business Ethical Conduct Principles" to regulate the conduct all employees of the Company.

(7) Encouraging reporting on illegal or unethical activities:

The Company shall raise awareness of ethics and encourage employees to report to the Board of Directors, managerial officer, chief internal auditor, or other appropriate individuals upon suspicion or discovery of any activity in violation of a law or regulation or the Code of Ethical Conduct. To encourage employees to report illegal conduct, the Company has established a concrete whistle-blowing system and informed employees that the Company will use its best efforts to ensure the safety of informants and protect them from reprisals.

(8) Disciplinary measures:

When a Director or managerial officer violates the code of ethical conduct, the Company shall handle the matter in accordance with the disciplinary measures prescribed in the code, and shall disclose in time on the Market Observation Post System (MOPS) the date of the violation by the violator, reasons for the violation, the provisions of the code violated, and the disciplinary actions taken. The Company also established a relevant complaint system to provide the violator with remedies.

Article 3 Procedures for exemption

The exemption of a Director or managerial officer of the Company from compliance with the Company's Code of Ethical Conduct shall require a resolution by the Board of Directors and the information on the date on which the Board of Directors adopted the resolution for exemption, the period of the exemption, Independent Directors' objections or qualified opinions, reasons for the exemption, and principles behind the application of the exemption shall be disclosed on MOPS within two days.

Article 4 Method of disclosure

The Code shall be disclosed on the Company's website, annual report, prospectus, and MOPS. The same shall apply to any revision.

Article 5 Implementation

The Code shall be delivered to the Audit Committee for discussion and submitted to the Board of Directors for approval before implementation. It shall also be submitted to the shareholders' meeting. The same shall apply to any revision.